

Watershed Restoration Manager | Severn River Association

Location: Severn River Association, 7076 Bembe Beach Rd, Annapolis, MD 21403

Compensation Range: \$60,000 - \$85,000

Title: Watershed Restoration Manager

Reports to: Executive Director

Position Overview: The Severn River Association (SRA) is seeking a qualified Watershed Restoration Manager to identify and implement restoration projects to improve water quality and habitat in the Severn River. The work includes assessing sites for restoration suitability, writing grant proposals to fund restoration work, and managing projects through concept, design, permitting, construction, and post-construction monitoring and maintenance. It also includes assisting the Executive Director in restoration planning and directing SRA's oyster replenishment program.

SRA is a 501(c)(3) non-profit organization focused on improving the health of the Severn River. After 105 years as an all-volunteer organization, in 2017 SRA hired its first paid staff member. In 2021, SRA developed a comprehensive strategic roadmap including a vision for *A Thriving Severn River by 2050* and a mission to *Connect the people who live, work and play on the Severn River to restore and protect it for all of our communities*.

Responsibilities: The responsibilities of the Restoration Manager include the following:

- Review, summarize and update existing Severn River watershed and sub-watershed studies.
- Meet with SRA homeowner associations, community groups, landowners and other parties to conduct environmental watershed site assessments, determine potential restoration projects, and develop site maps and concept plans.

- Write grant applications to take projects from concept to completion, including requests for proposals for design and construction services, and community and landowner coordination.
- Work with property owners, funders, contractors, and regulatory agencies to ensure projects are appropriately designed, permitted, constructed, monitored and maintained.
- Participate in training or enhanced training on environmental site assessment, stream assessment, and environmental design and construction oversight, as required.
- Work with the SRA accounting team to perform basic accounting tasks associated with SRA's contracts.
- Manage grant processing and periodic reporting on restoration project grants.
- Collaborate with funders, regulatory agencies, and the public to promote SRA's mission.
- Assist the Executive Director in watershed restoration planning to include meetings with the Center for Watershed Protection and state and local agencies.
- Plan and manage SRA's oyster restoration work, including coordinating volunteer Marylanders Grow Oysters program and larger-scale oyster restoration efforts.
- Perform other duties as assigned, including volunteer engagement work for invasive species removal, native plant restoration, outreach about septic system conversions, stream cleanup events, and delivering presentations to colleagues and the public on SRA's restoration work.

Desired Qualifications

- Bachelor's degree in environmental planning, landscape architecture, natural resources, environmental science or studies, or a related field.
- Three (3) years of experience in environmental restoration, OR an equivalent combination of education and experience which provides the required knowledge, skills, and abilities sufficient to prepare the applicant to successfully perform the duties of the position.

- Demonstrated knowledge of habitat and water quality projects, design, and installation of stormwater management and green infrastructure.
- Experience in investigating and assessing stormwater management issues and developing recommended solutions, including creation of site restoration maps and site plans.
- Experience in planning, design, and construction of stormwater management projects, either directly or as a manager.
- Demonstrated ability to work with and build upon partnerships with nonprofits, government organizations, volunteers, community organizations, and residents.
- Experience managing grant-funded projects including design and construction contracts.
- Excellent written and verbal communication skills.
- Ability to use Microsoft Office, Google Workplace, and Esri ArcGIS or other mapping software.
- Excellent project management skills, including time management, goal-setting, multitasking, and prioritization with demonstrated success managing multiple tasks concurrently.
- Ability to work effectively in a fast-paced small business environment in teams and independently on varied tasks.
- Critical thinking skills, good judgment, resourcefulness and ability to problem-solve, troubleshoot, and follow tasks through to completion.

SRA provides competitive compensation and benefits. A starting salary of \$60,000 to \$85,000 is negotiable based on qualifications and experience. Benefits include

11 paid holidays and 15 days (120 hours) of paid time off per calendar year, health insurance, and a retirement plan.

To Apply: Send a cover letter and resume demonstrating your qualifications and experience to jesse@severnriver.org by 5:00 p.m. on February 24, 2023. Please send electronic copies ONLY. Hard copies will not be considered. All applicants and information received will be held in confidence.

SRA is an Equal Opportunity Employer. We are strengthened by the diversity of our colleagues in the nonprofit community, and we welcome and actively seek applications from people of all identities, cultures, backgrounds, and relevant experiences.